

Ariane Reichert

ariane_reichert2@yahoo.com | 685.394.3653 x9732 | West Jacynthe, Norfolk Island | <https://linkedin.com/in/Ariane.Reichert74>

PROFILE

Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

TECHNICAL SKILLS

Talent

Recruitment • Sourcing • Onboarding

Operations

Benefits Administration • Payroll Coordination • HRIS (Workday/BambooHR)

People Practices

Succession Planning • Employee Relations • Performance Management

Compliance

Diversity & Inclusion • Employment Law • Workplace Investigations • GDPR

EXPERIENCE

HR Manager — Erdman and Sons (Sep 2015 - Jul 2022)

- Led recruitment for 12 roles across EMEA/US, reducing time-to-hire by 33%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.

HR Business Partner — Spencer Inc (Jun 2020 - Jul 2020)

- Led recruitment for 129 roles across EMEA/US, reducing time-to-hire by 34%.
- Rolled out benefits and L&D programs that increased retention in key teams by 15%.
- Implemented a performance review program which improved engagement scores by 13 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

ACADEMIC BACKGROUND

B.A. Business Administration, Friesen - Kuhn Institute (2025)